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FOR ACTION

# ADMINISTRATIVE AND PROGRAMME SUPPORT BUDGET: REVISED BUDGET FOR THE BIENNIUM 1992-1993 AND BUDGET FOR THE BIENNIUM 1994-1995

Corrigendum

SUMMARY

Following discussions with the Secretary-General of the United Nations on the restructuring of the United Nations system and on the need to streamline the senior structure throughout the United Nations, it was decided to make the following changes in posts to the 1994-1995 budget proposals:

(a) The proposals for upgrading the posts of counsellor and director, United Nations affairs, Office of the Executive Director, to the D-1 level are withdrawn (see paras. 56 (b), 57, 335 and 337-339);

(b) The proposal to establish a post of chief, Central and Eastern Europe, Programme Division, at the D-1 level, is changed for establishment at the P-5 level (see paras. 57 and 477);

(c) The proposal for upgrading the post of representative, Pakistan, to the D-2 level is withdrawn (see paras. 58 (a) and 280);

(d) The proposals for upgrading the posts of representatives for the country offices of Afghanistan, Kenya, Malawi and Turkey, and the area office of Madagascar, to the D-1 level are withdrawn (see paras. 58 (b), 138, 143, 147, 263 and 319);

(e) A new proposal to downgrade the post of area representative for the area office of Thailand to the P-5 level.

As a consequence of the above changes, the attached tables 1, 5, 11, 14, 17, and 20 and annexes I, IIA and III supersede those contained in document E/ICEF/1993/AB/L.1.

After these changes, the UNICEF administrative and programme support budget proposals for 1994-1995 will reflect an overall net reduction of four core and non-core senior posts, i.e. one Assistant Secretary-General, one D-2 post and two D-1 posts. The reduction comes entirely from headquarters, where the Executive Director is proposing a 10 per cent net reduction in senior posts (one Assistant Secretary-General, one D-2 and four D-1 core and non-core posts). In the field offices, there will be a net increase of only two posts at the D-1 level.

In view of the above, the average grade level of the core international Professional posts is changed from 4.53 to 4.51 for 1994-1995 (see para. 8).

## TABLE 1. ADMINISTRATIVE AND PROGRAMME SUPPORT COSTS BY CATEGORY OF EXPENDITURE AND POSTS BY GRADE: CONSOLIDATION OF ALL OFFICES

(In United States dollars)

| COST | 1992-1993 APPROVED | 1992-1993 REVISED | 1994-1995 PROPOSED | CHANGES APPROVED VS. REVISED | | CHANGES REVISED VS.PROPOSED | |
|---|---|---|---|---|---|---|---|
| | | | | AMOUNT | PERCENTAGE | AMOUNT | PERCENTAGE |
| 1. STAFF COSTS | | | | | | | |
| (a) INTERNATIONAL | 121,631,854 | 121,019,578 | 144,836,955 | (612,276) | (0.5) | 23,817,377 | 19.7 |
| (b) LOCAL | 110,497,917 | 106,762,362 | 117,081,354 | (3,735,555) | (3.4) | 10,318,992 | 9.7 |
| TOTAL, STAFF COSTS | 232,129,771 | 227,781,940 | 261,918,309 | (4,347,831) | (1.9) | 34,136,369 | 15.0 |
| 2. (a) GENERAL OPERATING COSTS - HQ | 76,546,897 | 77,735,643 | 92,241,674 | 1,188,746 | 1.6 | 14,506,031 | 18.7 |
| (b) GENERAL OPERATING COSTS - FIELD | 70,320,114 | 71,128,031 | 79,551,339 | 807,917 | 1.1 | 8,423,308 | 11.8 |
| 3. PACKING AND ASSEMBLY COSTS | 11,957,525 | 10,308,693 | 11,898,298 | (1,648,832) | (13.8) | 1,589,605 | 15.4 |
| TOTAL, COSTS | 390,954,307 | 386,954,307 | 445,609,620 | (4,000,000) | (1.0) | 58,655,313 | 15.2 |
| ESTABLISHED POSTS | | | | | | | |
| INTERNATIONAL PROFESSIONAL | | | | | | | |
| USG | 1 | 1 | 1 | 0 | 0.0 | 0 | 0.0 |
| ASG | 3 | 3 | 2 | 0 | 0.0 | (1) | (33.3) |
| D-2 | 23 | 23 | 25 | 0 | 0.0 | 2 | 8.7 |
| D-1 | 51 | 51 | 51 | 0 | 0.0 | 0 | 0.0 |
| P-5 | 156 | 158 | 175 | 2 | 1.3 | 17 | 10.8 |
| P-4 | 147 | 144 | 152 | (3) | (2.0) | 8 | 5.6 |
| P-3 | 81 | 82 | 81 | 1 | 1.2 | (1) | (1.2) |
| P-2/1 | 8 | 9 | 15 | 1 | 12.5 | 6 | 66.7 |
| TOTAL, INTERNATIONAL PROFESSIONAL | 470 | 471 | 502 | 1 | 0.2 | 31 | 6.6 |
| NATIONAL PROFESSIONAL | 225 | 223 | 230 | (2) | (0.9) | 7 | 3.1 |
| GENERAL SERVICE | | | | | | | |
| SECRETARIAL/CLERICAL | 1,328 | 1,337 | 1,330 | 9 | 0.7 | (7) | (0.5) |
| ANCILLARY | 76 | 59 | 49 | (17) | (22.4) | (10) | (16.9) |
| TOTAL, GENERAL SERVICE | 1,404 | 1,396 | 1,379 | (8) | (0.6) | (17) | (1.2) |
| TOTAL, POSTS | 2,099 | 2,090 | 2,111 | (9) | (0.4) | 21 | 1.0 |

TABLE 5. ADMINISTRATIVE AND PROGRAMME SUPPORT COSTS BY CATEGORY OF EXPENDITURE AND POSTS BY GRADE IN EASTERN AND SOUTHERN AFRICA

(In United States dollars)

| COST | 1992–1993 APPROVED | 1992–1993 REVISED | 1994–1995 PROPOSED | CHANGES APPROVED VS. REVISED | | CHANGES REVISED VS. PROPOSED | |
|---|---|---|---|---|---|---|---|
| | | | | AMOUNT | PERCENTAGE | AMOUNT | PERCENTAGE |
| 1. STAFF COSTS | | | | | | | |
| (a) INTERNATIONAL | 14,465,748 | 15,046,156 | 18,096,935 | 580,408 | 4.0 | 3,050,779 | 20.3 |
| (b) LOCAL | 7,944,348 | 7,328,068 | 7,862,714 | (616,280) | (7.8) | 534,646 | 7.3 |
| TOTAL, STAFF COSTS | 22,410,096 | 22,374,224 | 25,959,649 | (35,872) | (0.2) | 3,585,425 | 16.0 |
| 2. (b) GENERAL OPERATING COSTS | 13,997,153 | 14,882,138 | 16,586,218 | 884,985 | 6.3 | 1,704,080 | 11.5 |
| 3. PACKING AND ASSEMBLY COSTS | | | | 0 | NA | 0 | NA |
| TOTAL, COSTS | 36,407,249 | 37,256,362 | 42,545,867 | 849,113 | 2.3 | 5,289,505 | 14.2 |
| ESTABLISHED POSTS | | | | | | | |
| INTERNATIONAL PROFESSIONAL | | | | | | | |
| USG | 0 | 0 | 0 | 0 | NA | 0 | NA |
| ASG | 0 | 0 | 0 | 0 | NA | 0 | NA |
| D-2 | 2 | 2 | 2 | 0 | 0.0 | 0 | 0.0 |
| D-1 | 4 | 4 | 5 | 0 | 0.0 | 1 | 25.0 |
| P-5 | 21 | 21 | 24 | 0 | 0.0 | 3 | 14.3 |
| P-4 | 21 | 21 | 24 | 0 | 0.0 | 3 | 14.3 |
| P-3 | 16 | 16 | 14 | 0 | 0.0 | (2) | (12.5) |
| P-2/1 | 0 | 0 | 0 | 0 | NA | 0 | NA |
| TOTAL, INTERNATIONAL PROFESSIONAL | 64 | 64 | 69 | 0 | 0.0 | 5 | 7.8 |
| NATIONAL PROFESSIONAL | 40 | 41 | 38 | 1 | 2.5 | (3) | (7.3) |
| GENERAL SERVICE | | | | | | | |
| SECRETARIAL/CLERICAL | 154 | 158 | 182 | 4 | 2.6 | 24 | 15.2 |
| ANCILLARY | 15 | 11 | 11 | (4) | (26.7) | 0 | 0.0 |
| TOTAL, GENERAL SERVICE | 169 | 169 | 193 | 0 | 0.0 | 24 | 14.2 |
| TOTAL, POSTS | 273 | 274 | 300 | 1 | 0.4 | 26 | 9.5 |

TABLE 11. ADMINISTRATIVE AND PROGRAMME SUPPORT COSTS BY CATEGORY OF EXPENDITURE AND POSTS BY GRADE IN EAST ASIA AND THE PACIFIC

(In United States dollars)

| COST | 1992–1993 APPROVED | 1992–1993 REVISED | 1994–1995 PROPOSED | CHANGES APPROVED VS. REVISED | | CHANGES REVISED VS. PROPOSED | |
|---|---|---|---|---|---|---|---|
| | | | | AMOUNT | PERCENTAGE | AMOUNT | PERCENTAGE |
| 1. STAFF COSTS | | | | | | | |
| (a) INTERNATIONAL | 8,726,688 | 8,706,516 | 10,693,780 | (20,172) | (0.2) | 1,987,264 | 22.8 |
| (b) LOCAL | 9,068,539 | 10,238,984 | 9,503,768 | 1,170,445 | 12.9 | (735,216) | (7.2) |
| TOTAL, STAFF COSTS | 17,795,227 | 18,945,500 | 20,197,548 | 1,150,273 | 6.5 | 1,252,048 | 6.6 |
| 2. (b) GENERAL OPERATING COSTS | 8,183,216 | 8,846,608 | 10,088,014 | 663,392 | 8.1 | 1,241,406 | 14.0 |
| 3. PACKING AND ASSEMBLY COSTS | 0 | 0 | 0 | 0 | NA | 0 | NA |
| TOTAL, COSTS | 25,978,443 | 27,792,108 | 30,285,562 | 1,813,665 | 7.0 | 2,493,454 | 9.0 |
| ESTABLISHED POSTS | | | | | | | |
| INTERNATIONAL PROFESSIONAL | | | | | | | |
| USG | 0 | 0 | 0 | 0 | NA | 0 | NA |
| ASG | 0 | 0 | 0 | 0 | NA | 0 | NA |
| D-2 | 3 | 3 | 3 | 0 | 0.0 | 0 | 0.0 |
| D-1 | 4 | 4 | 4 | 0 | 0.0 | 0 | 0.0 |
| P-5 | 13 | 13 | 15 | 0 | 0.0 | 2 | 15.4 |
| P-4 | 12 | 12 | 12 | 0 | 0.0 | 0 | 0.0 |
| P-3 | 4 | 4 | 5 | 0 | 0.0 | 1 | 25.0 |
| P-2/1 | 0 | 0 | 2 | 0 | NA | 2 | NA |
| TOTAL, INTERNATIONAL PROFESSIONAL | 36 | 36 | 41 | 0 | 0.0 | 5 | 13.9 |
| NATIONAL PROFESSIONAL | 28 | 28 | 25 | 0 | 0.0 | (3) | (10.7) |
| GENERAL SERVICE | | | | | | | |
| SECRETARIAL/CLERICAL | 152 | 149 | 143 | (3) | (2.0) | (6) | (4.0) |
| ANCILLARY | 15 | 14 | 14 | (1) | (6.7) | 0 | 0.0 |
| TOTAL, GENERAL SERVICE | 167 | 163 | 157 | (4) | (2.4) | (6) | (3.7) |
| TOTAL, POSTS | 231 | 227 | 223 | (4) | (1.7) | (4) | (1.8) |

## TABLE 14. ADMINISTRATIVE AND PROGRAMME SUPPORT COSTS BY CATEGORY OF EXPENDITURE AND POSTS BY GRADE IN SOUTH ASIA

(In United States dollars)

| COST | 1992–1993 APPROVED | 1992–1993 REVISED | 1994–1995 PROPOSED | CHANGES APPROVED VS. REVISED | | CHANGES REVISED VS. PROPOSED | |
|---|---|---|---|---|---|---|---|
| | | | | AMOUNT | PERCENTAGE | AMOUNT | PERCENTAGE |
| 1. STAFF COSTS | | | | | | | |
| (a) INTERNATIONAL | 7,972,159 | 8,138,104 | 9,845,926 | 165,945 | 2.1 | 1,707,822 | 21.0 |
| (b) LOCAL | 10,220,855 | 9,696,807 | 9,805,352 | (524,048) | (5.1) | 108,545 | 1.1 |
| TOTAL, STAFF COSTS | 18,193,014 | 17,834,911 | 19,651,278 | (358,103) | (2.0) | 1,816,367 | 10.2 |
| 2. (b) GENERAL OPERATING COSTS | 12,102,966 | 11,961,222 | 12,340,061 | (141,744) | (1.2) | 378,839 | 3.2 |
| 3. PACKING AND ASSEMBLY COSTS | 0 | 0 | 0 | 0 | NA | 0 | NA |
| TOTAL, COSTS | 30,295,980 | 29,796,133 | 31,991,339 | (499,847) | (1.6) | 2,195,206 | 7.4 |
| ESTABLISHED POSTS | | | | | | | |
| INTERNATIONAL PROFESSIONAL | | | | | | | |
| USG | 0 | 0 | 0 | 0 | NA | 0 | NA |
| ASG | 0 | 0 | 0 | 0 | NA | 0 | NA |
| D–2 | 3 | 3 | 3 | 0 | 0.0 | 0 | 0.0 |
| D–1 | 4 | 4 | 5 | 0 | 0.0 | 1 | 25.0 |
| P–5 | 15 | 15 | 13 | 0 | 0.0 | (2) | (13.3) |
| P–4 | 12 | 12 | 15 | 0 | 0.0 | 3 | 25.0 |
| P–3 | 2 | 2 | 4 | 0 | 0.0 | 2 | 100.0 |
| P–2/1 | 0 | 0 | 0 | 0 | NA | 0 | NA |
| TOTAL, INTERNATIONAL PROFESSIONAL | 36 | 36 | 40 | 0 | 0.0 | 4 | 11.1 |
| NATIONAL PROFESSIONAL | 48 | 46 | 46 | (2) | (4.2) | 0 | 0.0 |
| GENERAL SERVICE | | | | | | | |
| SECRETARIAL/CLERICAL | 257 | 255 | 216 | (2) | (0.8) | (39) | (15.3) |
| ANCILLARY | 25 | 21 | 14 | (4) | (16.0) | (7) | (33.3) |
| TOTAL, GENERAL SERVICE | 282 | 276 | 230 | (6) | (2.1) | (46) | (16.7) |
| TOTAL, POSTS | 366 | 358 | 316 | (8) | (2.2) | (42) | (11.7) |

TABLE 17. ADMINISTRATIVE AND PROGRAMME SUPPORT COSTS BY CATEGORY OF EXPENDITURE AND POSTS BY GRADE IN THE MIDDLE EAST AND NORTH AFRICA

(In United States dollars)

| COST | 1992–1993 APPROVED | 1992–1993 REVISED | 1994–1995 PROPOSED | CHANGES APPROVED VS. REVISED | | CHANGES REVISED VS. PROPOSED | |
|---|---|---|---|---|---|---|---|
| | | | | AMOUNT | PERCENTAGE | AMOUNT | PERCENTAGE |
| 1. STAFF COSTS | | | | | | | |
| (a) INTERNATIONAL | 7,342,343 | 7,253,218 | 9,263,942 | (89,125) | (1.2) | 2,010,724 | 27.7 |
| (b) LOCAL | 10,238,488 | 8,032,775 | 9,734,876 | (2,205,713) | (21.5) | 1,702,101 | 21.2 |
| TOTAL, STAFF COSTS | 17,580,831 | 15,285,993 | 18,998,818 | (2,294,838) | (13.1) | 3,712,825 | 24.3 |
| 2. (b) GENERAL OPERATING COSTS | 9,915,553 | 10,002,966 | 10,844,566 | 87,413 | 0.9 | 841,600 | 8.4 |
| 3. PACKING AND ASSEMBLY COSTS | 0 | 0 | 0 | 0 | NA | 0 | NA |
| TOTAL, COSTS | 27,496,384 | 25,288,959 | 29,843,384 | (2,207,425) | (8.0) | 4,554,425 | 18.0 |
| ESTABLISHED POSTS | | | | | | | |
| INTERNATIONAL PROFESSIONAL | | | | | | | |
| USG | 0 | 0 | 0 | 0 | NA | 0 | NA |
| ASG | 0 | 0 | 0 | 0 | NA | 0 | NA |
| D-2 | 1 | 1 | 1 | 0 | 0.0 | 0 | 0.0 |
| D-1 | 4 | 4 | 4 | 0 | 0.0 | 0 | 0.0 |
| P-5 | 15 | 15 | 16 | 0 | 0.0 | 1 | 6.7 |
| P-4 | 6 | 6 | 8 | 0 | 0.0 | 2 | 33.3 |
| P-3 | 2 | 2 | 4 | 0 | 0.0 | 2 | 100.0 |
| P-2/1 | 0 | 0 | 0 | 0 | NA | 0 | NA |
| TOTAL, INTERNATIONAL PROFESSIONAL | 28 | 28 | 33 | 0 | 0.0 | 5 | 17.9 |
| NATIONAL PROFESSIONAL | 24 | 24 | 28 | 0 | 0.0 | 4 | 16.7 |
| GENERAL SERVICE | | | | | | | |
| SECRETARIAL/CLERICAL | 113 | 115 | 115 | 2 | 1.8 | 0 | 0.0 |
| ANCILLARY | 7 | 5 | 5 | (2) | (28.6) | 0 | 0.0 |
| TOTAL, GENERAL SERVICE | 120 | 120 | 120 | 0 | 0.0 | 0 | 0.0 |
| TOTAL, POSTS | 172 | 172 | 181 | 0 | 0.0 | 9 | 5.2 |

## TABLE 20. ADMINISTRATIVE AND PROGRAMME SUPPORT COSTS BY CATEGORY OF EXPENDITURE AND POSTS BY GRADE AT HEADQUARTERS

(In United States dollars)

| COST | 1992–1993 APPROVED | 1992–1993 REVISED | 1994–1995 PROPOSED | CHANGES APPROVED VS. REVISED | | CHANGES REVISED VS. PROPOSED | |
|---|---|---|---|---|---|---|---|
| | | | | AMOUNT | PERCENTAGE | AMOUNT | PERCENTAGE |
| 1. STAFF COSTS | | | | | | | |
| (a) INTERNATIONAL | 52,806,770 | 54,225,656 | 61,699,049 | 1,418,886 | 2.7 | 7,473,393 | 13.8 |
| (b) LOCAL | 46,039,647 | 46,381,851 | 46,536,902 | 342,204 | 0.7 | 155,051 | 0.3 |
| TOTAL, STAFF COSTS | 98,846,417 | 100,607,507 | 108,235,951 | 1,761,090 | 1.8 | 7,628,444 | 7.6 |
| 2. (a) GENERAL OPERATING COSTS | 74,546,897 | 77,744,699 | 90,241,674 | 3,197,802 | 4.3 | 12,496,975 | 16.1 |
| 3. PACKING AND ASSEMBLY COSTS | 11,957,525 | 10,308,693 | 11,898,298 | (1,648,832) | (13.8) | 1,589,605 | 15.4 |
| TOTAL, COSTS | 185,350,839 | 188,660,899 | 210,375,923 | 3,310,060 | 1.8 | 21,715,024 | 11.5 |
| ESTABLISHED POSTS | | | | | | | |
| INTERNATIONAL PROFESSIONAL | | | | | | | |
| USG | 1 | 1 | 1 | 0 | 0.0 | 0 | 0.0 |
| ASG | 3 | 3 | 2 | 0 | 0.0 | (1) | (33.3) |
| D-2 | 11 | 11 | 13 | 0 | 0.0 | 2 | 18.2 |
| D-1 | 27 | 27 | 25 | 0 | 0.0 | (2) | (7.4) |
| P-5 | 56 | 58 | 66 | 2 | 3.6 | 8 | 13.8 |
| P-4 | 57 | 55 | 58 | (2) | (3.5) | 3 | 5.5 |
| P-3 | 37 | 37 | 34 | 0 | 0.0 | (3) | (8.1) |
| P-2/1 | 8 | 9 | 13 | 1 | 12.5 | 4 | 44.4 |
| TOTAL, INTERNATIONAL PROFESSIONAL | 200 | 201 | 212 | 1 | 0.5 | 11 | 5.5 |
| NATIONAL PROFESSIONAL | 4 | 4 | 3 | 0 | 0.0 | (1) | (25.0) |
| GENERAL SERVICE | | | | | | | |
| SECRETARIAL/CLERICAL | 355 | 337 | 320 | 2 | 0.6 | (37) | (10.4) |
| ANCILLARY | | | | 0 | NA | 0 | NA |
| TOTAL, GENERAL SERVICE | 355 | 357 | 320 | 2 | 0.6 | (37) | (10.4) |
| TOTAL, POSTS | 559 | 562 | 535 | 3 | 0.5 | (27) | (4.8) |

Annex I

DISTRIBUTION OF INTERNATIONAL PROFESSIONAL POSTS BY GRADE

| | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2/1 | TOTAL PROF. | AVERAGE GRADE LEVEL |
|---|---|---|---|---|---|---|---|---|---|---|
| 1. 1992-1993 BASE PAT | 1 | 3 | 23 | 51 | 156 | 147 | 81 | 8 | 470 | 4.53 |
| 2. 1992-1993 ADD./REDEPLOYMENTS | 0 | 0 | 0 | 0 | 2 | (2) | 0 | 1 | 1 | |
| 3. 1992-1993 RECLASSIFICATIONS | 0 | 0 | 0 | 0 | 0 | (1) | 1 | 0 | 0 | |
| 4. 1992-1993 REVISED PAT | 1 | 3 | 23 | 51 | 158 | 144 | 82 | 9 | 471 | 4.52 |
| 5. 1994-1995 ADD./REDEPLOYMENTS | 0 | 0 | 1 | 2 | 9 | 6 | 6 | 7 | 31 | |
| 6. 1994-1995 RECLASSIFICATIONS | 0 | (1) | 1 | (2) | 8 | 2 | (7) | (1) | 0 | |
| 7. 1994-1995 PROPOSED PAT | 1 | 2 | 25 | 51 | 175 | 152 | 81 | 15 | 502 | 4.51 |
| 8. CHANGE OVER 1992-1993 APPROVED (LINE 7 LESS LINE 1) | 0 | (1) | 2 | 0 | 19 | 5 | 0 | 7 | 32 | |

Annex II

## SUMMARY OF INTERNATIONAL PROFESSIONAL POST CHANGES

A. Administrative and programme support posts

| Duty station | Title | Level | Count | Type of action | Paragraph number |
|---|---|---|---|---|---|
| **Headquarters** | | | | | |
| Executive Director's Office | Executive assistant | P-3 | (1) | ABOL. W/O | 335-336 |
| Executive Director's Office | Senior United Nations affairs officer | P-5 | 1 | CONV. | 335 |
| Executive Director's Office | United Nations affairs officer | P-3 | 1 | CONV. | 335 |
| Executive Director's Office | Assistant administrative officer | P-2 | 1 | DEPLOY. | 335-336 |
| Executive Director's Office | Executive officer | P-4 | 1 | EST. W/O | 335, 337 |
| Planning and Coordination | Chief, statistics and monitoring | P-5 | 1 | CONV. | 346 |
| Planning and Coordination | Operations officer | P-4 | (1) | DEPLOY. | 347 |
| Planning and Coordination | Senior planning officer | P-5 | (1) | DEPLOY. | 346 |
| Social Policy and Economic Analysis | Director | D-1 | 1 | DEPLOY. | 500 |
| Office of Secretary of the Board | Editor | P-4 | 1 | CONV. | 351-352 |
| Office of Internal Audit | Internal auditor | P-4 | 1 | DEPLOY. | 357 |
| Programme Funding Office | Assistant fund monitoring officer | P-2 | 1 | CONV. | 363 |
| Programme Funding Office | Assistant programme funding officer | P-2 | 1 | CONV. | 363 |
| Programme Funding Office | Assistant programme officer | P-2 | 1 | CONV. | 363 |
| Division of Information | Information officer, emergency | P-4 | 1 | CONV. | 369 |
| Division of Information | Information officer, radio and television | P-4 | 1 | CONV. | 371 |
| Division of Information | Production/distribution manager | P-3 | 1 | CONV. | 366 |
| Division of Public Affairs | Assistant public affairs officer | P-2 | (1) | ABOL. W/O | 381 |
| Division of Public Affairs | Assistant operations officer | P-2 | 1 | EST. W/O | 381 |
| Division of Personnel | Chief, training section | D-1 | (1) | ABOL. W/O | 402 |
| Division of Personnel | Senior recruitment officer | P-5 | (1) | ABOL. W/O | 406 |
| Division of Personnel | Assistant recruitment officer | P-2 | (1) | ABOL. W/O | 406 |
| Division of Personnel | Personnel officer | P-3 | (1) | ABOL. W/O | 409 |
| Division of Personnel | Personnel officer | P-4 | (1) | ABOL. W/O | 409 |
| Division of Personnel | Training officer | P-4 | 1 | CONV. | 404 |
| Division of Personnel | Chief, Training Section | P-5 | 1 | EST. W/O | 402 |
| Division of Personnel | Personnel officer, policy | P-4 | 1 | EST. W/O | 395, 399 |
| Division of Personnel | Deputy director, HRA | D-1 | 1 | EST. W/O | 395, 398 |
| Division of Personnel | Management information systems officer | P-2 | 1 | EST. W/O | 395, 400 |
| Division of Personnel | Recruitment officer | P-3 | 1 | EST. W/O | 409 |
| Office of Administrative Management | Chief, field services | P-4 | 1 | CONV. | 424 |
| Office of Administrative Management | Building maintenance operations engineer | P-3 | 1 | CONV. | 419 |
| Office of Administrative Management | Assistant field service officer | P-2 | 1 | CONV. | 424 |
| Office of Administrative Management | Assistant administrative officer | P-2 | 1 | CONV. | 419 |
| Information Resources Management | Network administrator | P-3 | (1) | DECONV. | 433 |
| Division of Financial Management | Finance officer | P-4 | (1) | ABOL. | 451 |
| Division of Financial Management | Budget officer | P-3 | 1 | CONV. | 453-454 |
| Division of Financial Management | Budget officer | P-4 | (1) | DECONV. | 453 |
| Evaluation and Research Office | Chief, programme publications | P-5 | 1 | DEPLOY. | 484 |

A. Administrative and programme support posts (continued)

| Duty station | Title | Level | Count | Type of action | Paragraph number |
|---|---|---|---|---|---|
| Evaluation and Research Office | Programme officer, evaluation | P-3 | (1) | ABOL. W/O | 482 |
| Evaluation and Research Office | Chief librarian | P-4 | 1 | DEPLOY. | 485 |
| Evaluation and Research Office | Senior programme officer | P-5 | 1 | EST. W/O | 482-483 |
| Programme Division | Assistant to associate director | P-2 | (1) | ABOL. | 471 |
| Programme Division | Chief, programme communication | D-1 | (1) | ABOL. W/O | 473 |
| Programme Division | Special adviser to Executive Director | D-1 | 1 | CONV. | 471 |
| Programme Division | Programme officer | P-4 | 1 | CONV. | 471 |
| Programme Division | Programme officer | P-4 | 1 | CONV. | 471 |
| Programme Division | Programme officer | P-4 | 1 | CONV. | 471 |
| Programme Division | Programme officer | P-4 | 1 | CONV. | 471 |
| Programme Division | Programme officer | P-4 | 1 | CONV. | 471 |
| Programme Division | Senior programme officer | P-5 | 1 | CONV. | 471 |
| Programme Division | Senior programme officer | P-5 | 1 | CONV. | 471 |
| Programme Division | Senior advisor, CEDC | P-5 | (1) | DECONV. | 471 |
| Programme Division | Chief, urban affairs | D-1 | (1) | DECONV. | 471 |
| Programme Division | Senior adviser, primary education | P-5 | (1) | DECONV. | 471 |
| Programme Division | Senior adviser, early childhood | P-5 | (1) | DECONV. | 471 |
| Programme Division | Senior adviser, women development | P-5 | (1) | DECONV. | 471 |
| Programme Division | Senior adviser, CSD | D-1 | (1) | DECONV. | 471 |
| Programme Division | Chief, programme publications | P-5 | (1) | DEPLOY. | 470b |
| Programme Division | Chief, emergency section | P-5 | (1) | DEPLOY. | 470d |
| Programme Division | Chief, librarian | P-4 | (1) | DEPLOY. | 470b |
| Programme Division | Deputy director | D-1 | 1 | EST. W/O | 473 |
| Programme Division | Chief, Central and Eastern Europe | P-5 | 1 | CEE | 477 |
| Supply Division | Group leader | P-5 | (1) | DEPLOY. | 489 |
| Supply Division | Procurement officer, medical | P-4 | (1) | DEPLOY. | 489 |
| Supply Division | Chief, shipping section | P-4 | (1) | DEPLOY. | 489 |
| Office of Emergency Programmes | Programme officer | P-3 | 1 | CONV. | 494 |
| Office of Emergency Programmes | Director, emergency programmes | D-2 | 1 | CONV. | 494 |
| Office of Emergency Programmes | Senior programme officer | P-5 | 1 | DEPLOY. | 492 |
| Geneva | Operations officer | P-4 | 1 | CONV. | 505 |
| Geneva | Assistant IRM officer | P-2 | 1 | DEPLOY. | 506 |
| Geneva | Senior programme officer | P-5 | 1 | CEE | 503 |
| Geneva | Senior programme officer | P-5 | 1 | NEW | 505 |
| Copenhagen | Procurement officer | P-4 | (1) | DECONV. | 520, 524 |
| Copenhagen | Procurement officer | P-4 | (1) | DECONV. | 520, 524 |
| Copenhagen | Field supply officer | P-4 | (1) | DECONV. | 520, 524 |
| Copenhagen | Procurement officer | P-4 | (1) | DECONV. | 520, 524 |
| Copenhagen | Procurement officer | P-4 | (1) | DECONV. | 520, 524 |
| Copenhagen | Procurement officer | P-4 | (1) | DECONV. | 520, 524 |
| Copenhagen | Procurement officer | P-4 | (1) | DECONV. | 520, 524 |
| Copenhagen | Programmer analyst | P-3 | (1) | DECONV. | 520, 524 |
| Copenhagen | Programmer analyst | P-4 | (1) | DECONV. | 520, 524 |
| Copenhagen | Chief, field services | P-5 | 1 | DEPLOY. | 519, 521 |
| Copenhagen | Chief, purchasing, EPI | P-5 | 1 | DEPLOY. | 519, 521 |
| **TOTAL NET CHANGES, HEADQUARTERS** | | | **12** | | |

Annex III

SUMMARY OF INTERNATIONAL PROFESSIONAL POST RECLASSIFICATIONS
BY GRADE AND OFFICE: 1994–1995 PROPOSED

| 1992 Level | 1994 Level | PAT number | Post title | Duty station | Paragraph number |
|---|---|---|---|---|---|
| | | | **HEADQUARTERS** | | |
| ASG | D–2 | 01404 | Deputy executive director (external relations) | Executive Director's Office | 335 |
| D–1 | P–5 | 86371 | Deputy director | Supply Division, New York | 489 |
| P–4 | P–5 | 62056 | Chief, shipping | Copenhagen | 527b |
| P–4 | P–5 | 62067 | Warehouse manager | Copenhagen | 527a |
| P–4 | P–5 | 00911 | Chief, classification and compensation | Division of Personnel | 413–414 |
| P–4 | P–5 | 01079 | Senior programme officer | Programme Division | 474–475 |
| P–3 | P–4 | 62110 | Accounting officer | Copenhagen | 527c |
| P–3 | P–4 | 62055 | Shipping officer | Copenhagen | 527d |
| P–3 | P–4 | 84182 | Public affairs officer, National Committees | Geneva | 505, 508 |
| P–3 | P–4 | 90002 | Personnel officer | Division of Personnel | 396, 401 |
| P–3 | P–4 | 00845 | Recruitment officer | Division of Personnel | 407–408 |
| P–2 | P–3 | 86358 | Information officer | Division of Information | 368 |
| **Total posts, HQ.** | | **12** | | | |
| | | | **FIELD** | | |
| D–1 | P–5 | 35034 | UNICEF representative | Saudi Arabia | 312 |
| D–1 | P–5 | 90156 | Area Office Director | Bangkok | |
| P–5 | D–1 | 36301 | UNICEF representative | Yemen | 321 |
| P–4 | P–5 | 25582 | Senior information/communications officer | Bangladesh | 266 |
| P–4 | P–3 | 86285 | Operations officer | Burkina Faso | 82 |
| P–4 | P–5 | 83206 | UNICEF representative | Guinea–Bissau | 96 |
| P–4 | P–3 | 89632 | Communications/information officer | Namibia | 151 |
| P–4 | P–3 | 92162 | Finance officer | Nigeria | 108 |
| P–3 | P–4 | 31124 | Operations officer | Afghanistan | 263 |
| P–3 | P–4 | 84466 | Operations officer | Angola | 129 |
| P–3 | P–4 | 86115 | Operations officer | Madagascar | 143 |
| P–3 | P–4 | 92134 | Assistant UNICEF representative | Mauritius | 145 |
| P–3 | P–4 | 91104 | Information/communications officer | Zaire | 119 |
| **Total posts, Field** | | **13** | | | |
| **GRAND TOTAL** | | **25** | | | |

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